



# 2013 Local Arts Agency Salary & Benefits Summary

## PROGRAMS / SERVICES / CULTURAL ACTIVITIES

The most senior position in charge of **Programs / Services / Cultural Activities** is the staff member who implements the programs and services delivered to the community. The responsibilities of this position typically include the development, production, and promotion of cultural programming as well as the delivery of technical assistance to the arts field and to the general public. **Titles** can include director of programs and services, community outreach manager, cultural activities specialist, and community arts manager.

ALL LOCAL ARTS AGENCIES	All 2013 Survey Respondents	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	<b>All 2013 Full-Time Positions</b>	<b>\$52,511</b>	<b>\$52,000</b>	<b>\$21,000</b>	<b>\$92,000</b>	<b>50</b>
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$40,924	\$39,500	\$10,000	\$92,000	61	
2001 Findings (2013 inflation-adj. avg.)	\$53,789					
Public LAAs only (2013)	\$58,178	\$53,100	\$31,000	\$92,000	33	
Private LAAs only (2013)	\$41,512	\$41,200	\$21,000	\$75,000	17	
<b>All 2013 Part-Time Positions</b>	<b>\$15,935</b>	<b>\$16,000</b>	<b>\$3,000</b>	<b>\$29,000</b>	<b>13</b>	
<i>For comparison purposes only:</i>						
2001 Findings (actual dollars)	\$17,987	\$15,990	\$8,300	\$30,000	6	
2001 Findings (2013 inflation-adj. avg.)	\$23,641					
Public LAAs only (2013)	\$21,287	\$21,860	\$10,000	\$29,000	6	
Private LAAs only (2013)	\$11,347	\$13,000	\$3,000	\$17,032	7	

### FULL-TIME, PAID POSITIONS ONLY:

PUBLIC LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	\$72,000	**	**	**
30,000 to 99,999	\$66,148	\$64,000	\$40,000	\$92,000	6	
100,000 to 249,999	\$56,400	\$52,000	\$40,000	\$80,000	5	
250,000 to 499,999	**	\$52,000	**	**	1	
500,000 to 999,999	\$57,213	\$53,000	\$33,500	\$75,589	10	
1,000,000 or More	\$54,485	\$53,050	\$31,000	\$73,000	10	
<b>LAA Operating Budget</b>						
Less than \$100,000	\$60,250	\$62,000	\$50,000	\$68,750	3	
\$100,000 to \$249,999	\$68,000	\$72,000	\$40,000	\$92,000	3	
\$250,000 to \$499,999	\$49,275	\$52,000	\$40,000	\$53,100	4	
\$500,000 to \$999,999	\$59,438	\$56,000	\$45,750	\$80,000	4	
\$1,000,000 to \$4,999,999	\$56,288	\$52,000	\$31,000	\$83,786	10	
\$5,000,000 or More	\$59,710	\$58,000	\$42,000	\$75,000	9	

PRIVATE LAAs ONLY	Population of Service Area	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than 30,000	**	**	**	**	**
30,000 to 99,999	\$28,333	\$26,000	\$24,000	\$35,000	3	
100,000 to 249,999	\$45,250	\$40,000	\$26,000	\$75,000	4	
250,000 to 499,999	**	\$29,500	\$21,000	\$38,000	2	
500,000 to 999,999	\$42,333	\$45,000	\$34,000	\$48,000	3	
1,000,000 or More	\$50,740	\$50,000	\$41,200	\$60,000	5	
<b>LAA Operating Budget</b>						
Less than \$100,000	**	**	**	**	**	0
\$100,000 to \$249,999	\$40,500	\$30,500	\$26,000	\$75,000	4	
\$250,000 to \$499,999	\$40,200	\$45,000	\$21,000	\$55,000	5	
\$500,000 to \$999,999	**	\$41,200	**	**	1	
\$1,000,000 to \$4,999,999	\$43,071	\$47,500	\$24,000	\$60,000	7	
\$5,000,000 or More	**	**	**	**	0	

Some sample sizes are extremely small and should be used with caution.

Where the sample includes only one survey respondent, the salary he/she provided is reported as the category median.

Inflation-adjusted dollars are calculated using the U.S. Bureau of Labor Statistics' Consumer Price Index (CPI) inflation calculator.

Source: 2013 Local Arts Agency Salary Survey (data collected during March 2013).

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**2013 Local Arts Agency Salary and Benefits Report (continued)**  
**Programs / Services/ Cultural Activities**

GEOGRAPHY	Geographic Region	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	New England	\$48,275	\$50,000	\$40,000	\$53,100	4
Middle Atlantic	\$46,333	\$45,000	\$42,000	\$52,000	3	
South Atlantic	\$50,438	\$49,000	\$24,000	\$80,000	8	
South Central	\$44,432	\$42,750	\$21,000	\$75,589	6	
North Central	\$48,727	\$50,000	\$26,000	\$70,000	11	
Mountain	\$48,000	\$48,500	\$26,000	\$72,000	6	
Pacific	\$66,615	\$70,000	\$41,200	\$92,000	12	

REGION	Category of Region Served	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	City or Town	\$56,153	\$52,550	\$26,000	\$92,000	26
County	\$52,933	\$52,000	\$31,000	\$75,000	15	
Multi-County Region	\$41,289	\$47,500	\$21,000	\$55,000	9	

GRANT	Category of Grantmaker	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	LAA Provides Funding to Arts Organizations and/or Artists	\$52,783	\$52,000	\$21,000	\$92,000	48
LAA Does Not Provide Funding	**	\$46,000	\$42,000	\$50,000	2	

TENURE	Length of Tenure in Position	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Fewer than Two Years	\$42,462	\$45,750	\$21,000	\$68,750	13
Two to Four Years	\$54,027	\$52,000	\$24,000	\$83,786	14	
Five to Nine Years	\$58,639	\$53,000	\$35,000	\$92,000	15	
10 to 19 Years	\$53,767	\$51,550	\$40,000	\$72,000	6	
20 Years or More	**	\$57,500	\$35,000	\$80,000	2	

STAFF SIZE	Number of Full-Time, Paid Staff	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Two Employees	\$54,829	\$53,100	\$26,000	\$92,000	12
Three through Five Employees	\$47,332	\$47,500	\$21,000	\$83,786	12	
Six through Nine Employees	\$52,179	\$47,500	\$35,000	\$80,000	7	
10 or More Employees	\$54,441	\$52,000	\$24,000	\$78,589	19	

SEX	Sex of Respondent	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	Female (72 percent of respondents)	\$52,557	\$52,000	\$21,000	\$83,786	36
Male (28 percent)	\$52,393	\$47,750	\$26,000	\$92,000	14	

EDUCATION	Highest Level of Educational Attainment	AVERAGE 2013 Salary	MEDIAN 2013 Salary	MINIMUM 2013 Salary	MAXIMUM 2013 Salary	Number of Respondents
	High School Degree (or less)	\$26,667	\$24,000	\$21,000	\$35,000	3
2-Year College (Associates) Degree	**	\$48,500	\$35,000	\$62,000	2	
4-Year College (Bachelor's) Degree	\$52,614	\$49,000	\$26,000	\$92,000	26	
Master's Degree	\$57,144	\$53,550	\$31,000	\$80,000	18	
Doctoral Degree	**	\$52,000	**	**	1	
Type of College Degree Attained						
Has Arts-Related Degree	\$53,452	\$52,000	\$26,000	\$92,000	38	
No Arts-Related Degree	\$49,532	\$50,000	\$21,000	\$83,786	12	

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## EMPLOYEE BENEFITS PROVIDED TO THE RESPONDENTS:

RAISES	FULL-TIME Respondents who typically receive Annual Pay Increases	AVERAGE Most Recent Raise	MEDIAN Most Recent Raise	MINIMUM Most Recent Raise	MAXIMUM Most Recent Raise	Number of Respondents
	Receives Annual Raise (44 percent)	3.1%	3.0%	1.5%	5.0%	22
No Annual Raise (56 percent)	**	**	**	**	28	

BENEFITS	Type of Benefit Offered by LAAs	Full-Time Paid Employees (N=50)	Part-Time Paid Employees (N=13)	Unpaid Volunteers (N=0)
	Annual Performance Review	78%	31%	**
Access to Health Insurance	94%	15%	**	
Access to Retirement Plan	82%	31%	**	
Telecommuting / Working Remotely (any at all)	56%	69%	**	
Telecommuting "as often as I want"	10%	39%	**	

## DEMOGRAPHIC CHARACTERISTICS OF THE RESPONDENTS:

DEMOGRAPHIC CHARACTERISTICS	Sex of Respondent	Full-Time Paid Employees (N=50)	Part-Time Paid Employees (N=13)	Unpaid Volunteers (N=0)
	Female	72%	85%	**
Male	28%	15%	**	
Age of Respondent	18 to 24	0%	15%	**
25 to 34	22%	31%	**	
35 to 44	36%	15%	**	
45 to 54	18%	31%	**	
55 to 64	24%	8%	**	
65 to 74	0%	0%	**	
75 or Older	0%	0%	**	
Race/Ethnicity of Respondent*	White / Caucasian	80%	84%	**
Black / African American	8%	0%	**	
American Indian or Alaska Native	2%	0%	**	
Asian	2%	8%	**	
Hispanic, Latino, or Spanish origin	8%	8%	**	
Other(s) not listed above	0%	0%	**	
I prefer not to self-identify	2%	0%	**	
Highest Level of Educational Attainment	High School Degree (or less)	6%	15%	**
2-Year College (Associates) Degree	4%	0%	**	
4-Year College ( Bachelor's) Degree	52%	54%	**	
Master's Degree	36%	31%	**	
Doctoral Degree	2%	0%	**	
<b>Has an Arts-Related College Degree</b>	<i>(n=47)</i>	<i>(n=11)</i>	<i>(n=0)</i>	
Yes	81%	45%	**	
No	19%	55%	**	

\* The percentages in the Race/Ethnicity table may total to more than 100 percent due to the fact that respondents were allowed to choose multiple categories when completing the survey instrument.

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